EEO Report WGBH Educational Foundation 11/20/11 to 11/18/12

This Annual EEO Public File Report lists all full-time vacancies filled during the reporting period for the employment unit comprised of the following Massachusetts stations: WGBH-TV (Boston), WGBX-TV (Boston), WGBH(FM) (Boston), WCAI(FM) (Woods Hole), WNAN(FM) (Nantucket), WCRB(FM) (Lowell), and WZAI(FM) (Brewster).

All open full-time positions were listed on the WGBH website, the WGBH intranet, the WGBH telephone job line, the job book located in the WGBH studio building lobby, and were posted on bulletin boards internally. In addition, notices of all full-time job openings were sent to the local organizations and agencies listed in Attachment A, below. Attachment B contains a summary of the Supplemental Outreach Initiatives undertaken by the employment unit during the reporting period.

								T
	Ren	Ad Placments in addition to	Social Media	Phone	In-House	Second		
Position Title	Number	regular recruiting sources	Request	w	Interview	Round	Candidate	Hire
Managing Director	P0687	Cape Cod Times		3	3			N _O
Software Developer	P0119	Dice		9	ω			No O
		Craigslist, Columbia, Facebook Page, CPB, NTEN,						
Sr Developer	P0704	BostonPostMortem, Dice, Craigslist						Z o
							1- African	
Production Assistant	P0697			6	6		American	No No
Business & Production Manager	P0634	Mandy.com		6	5			N _o
Special Projects Assistant	P0678			3				No
Mobile Developer	P0705			15	6	ß		N _o
Mgr Dev Ops/Campaign Planning	P0713	LinkedIn, Idealist, AGM, WID, AFP. HireCulture, Current					1 - African Americna	African American
Market Research Analyst	P0686				2	2		No
Special Projects Assistant	P0716							No
	DOC 40						1- African	African
Associate Researcher	P0727	CHINAGIII			J		American	American
ınager	P0699				2	_		No
		LinkedIn, Idealist, AGM, WID,					1 - African	
Development Associate	P0689	AFP		10	8	ယ	American	Z o
		LinkedIn, Craigslist, Monster,						
Digital Content Manager	P0660	Bridgestar	Alexis-Twitte	7	6	w	1 - Asian	Z _o
Associate Producer	P0725							No
Web Content Editor	P0709			12	7			No
Research Analyst	P0721							No
Production Assistant	P0730							No

	Rea	Ad Placments in addition to	Social	Phone Intervie	In_House	Second		
Position Title	Number	regular recruiting sources	Request	w	Interview	Round	Candidate	Hire
				***************************************			1 - African	African
Administrative Coordinator	P0723						American	American
Business Manager	P0682)å			No
Fundraising Projects Coord	P0734							No
Content Producer	P0726			3	=			No O
Field Producer	P0658	Cynopsis		3	4		***************************************	No
Buisness Manager	P0728					***************************************	1- Asian	Asian
Marketing Coordinator	P0714	Craigslist					1 - Hispanic	Hispanic
Research Assistant	P0739					,	1 - Asian	Asian
Evecutive Assistant	D0707			1)	٠	1- African	*
Content Producer	P0708			10	447	200		No S
							1 - African	African
Engineer	P0753						American	American
Dishts Condinator	D0740						1 - African	
Mgha Cooldiantoi	10/40						American	NO
							2 - African	
			***************************************				American, 1 -	Licanonio e
							African	Hispanic &
Executive Assistant	P0691	SimplyHired			ji-p-d		ä	American
Project Manager	P0760			3	7	2		No
Fundraising Projects Coord	P0754			3				No
Asst Grants Administrator	P0744						1 - Asian	Asian
Production Assistant	P0741							No
Account Manager	P0755							No
Asst Grants Administrator	P0743							No
Grants Administrator	P0742			2				No
Managing Director	P0764							No

			Coain	Dhana				
	Req.	Ad Placments in addition to	Media	Intervie	In-House	Second	Diversity	Diversity
Position Title	Number	regular recruiting sources	Request	¥	Interview	Round	Candidate	Hire
		Coroflot, Behance, Craigslist,				- Company of the state of the s		
		Linkedln, AlGA, Design						······································
Sr Interactive Designer	P0712	Observer, Boston Post Mortem		·				Z.
Account Executive	P0738							No.
Associate Creative Director	P0751							No
Production Coordinator/AEEF	P0758				5			No No
Editor	P0757	Cynospis, Mandy.com			9			No
Web Developer	P0766							No O
Unit Manager	P0732				9	2		No
Development Associate	P0719	HireCulture, Idealist		=	7	4		N _O
Director of Finance	P0767							No.
Post Production Supervisor	P0693							No
Account Manager	P0773	LinkedIn, Mediabistro, Craigslist, MomCorps	5-7				1 - Hisnanic	Hismanic
Assistant Editor	P0794							No .
Secretary/Office Coordinator	P0752			13	4			No
Marketing Coordinator	P0763			5	5		l - African American	African American
Editor	P0785/P0786	786						No o
Dir Services/Media Access	P0737							No
Special Projects Assistant	P0781	LinkedIn, Craigslist		6	5			No
Dir of Product & Operations	P0802							No
Account Exectuive	P0775	LinkedIn, Mediabistro, Craigslist		4	5		1 - Hispanic	O O
Senior Account Executive	P0715	LinkedIn, Mediabistro, Craigslist		∞	ω	2	1 - Hispanic	Hispanic
Radio Production Assistant	P0790				2			No
Special Projects Assistant	P0799			5	2			No

Position Title	THE PROPERTY OF THE PROPERTY O								
Number regular recruiting sources Request w Interview Round Candidate ant P0788 4 P0780 2 African 2 African 2 African oxideast Coord P0789 3 2 2 American p0749 Linkedln, Idealist, AGM, WID. 12 9 1 Native Mgr P0793 Linkedln, Idealist, AGM, WID. 1 12 9 9 American alytics Assoc P0739 Dice, AITP 19 8 1 - Two or nt P0731 NABJ, NAHJ, NAJA 1 1 1 1 more races nt P0789 AMERICAN 6 5 2 2 African Assistant P0789 AMERICAN 0 8 I - African Assistant P0789 American 0 8 I - African P0817 P0823 Development 2 2 I - African P0817 P0823 3 2 2 American cts Coord P0826 Morten Job Board, 4 3 3 2 - Asian cts Coord P0827 Morten Job Board, <td< th=""><th></th><th>Req.</th><th>Ad Placments in addition to</th><th>Social Media</th><th>Phone Intervie</th><th>In-House</th><th></th><th>Diversity</th><th>Diversity</th></td<>		Req.	Ad Placments in addition to	Social Media	Phone Intervie	In-House		Diversity	Diversity
ant P0788 2- African nt P0780 3 2 African dgr P0749 LinkedIn, Idealist, AGM, WID. 3 2 American dgr P0698 AFP 12 9 I- Native dgr P0739 Dice, AITP 12 9 American allytics Assoc P0739 Dice, AITP 19 8 1- Two or malytics Assoc P0731 Mediabistro, Poynter, AAJA. 1 1 1 Two or more races nt P0731 NABJ, NAHJ, NAJA 1 1 1 more races nt P0789 ABJ, NAHJ, NAJA 0 8 American e D0740 P0780 AMBJ, NAJA 0 8 American e D0751 P0781 P0781 2 American e D0718 P0781 3 2 American e D0795 Morten Job Board, 3 2 American e D0796 Morten Job Board, <	Position Litle	Number	regular recruiting sources	Request	W	Interview	Round	Candidate	Hire
madeast Coord P0780 3 2 American nt P0789 Linkedin, Idealist, AGM, WID. 12 9 American Mgr P0698 AFP Linkedin, Idealist, AGM, WID. 19 8 1 - Native Mgr P0698 AFP Linkedin, Idealist, AGM, WID. 19 8 American alytics Assoc P0759 Dice, AITP 19 8 1 - Two or malytics Assoc P0759 Dice, AITP 19 8 1 - Two or malytics Assoc P0731 NABJ, NAHJ, NAJA 1 1 1 I - Two or more races P0789 ABJ, NAHJ, NAJA 6 5 2 I - African Assistant P0793 ABJ, NAHJ, NAJA 0 8 American P0823 P0823 2 American P0824 P0718 2 American P0826 Jamerican 3 2 American P0827 Jamerican 3 2	Production Assistant	P0788		nganan ika-wasa es		n A	J	2 - African	<u>Z</u>
Matt P07/80 JunkedIm, Idealist, AGM, WID. 3 2 Mgr P07499 LinkedIm, Idealist, AGM, WID. 12 9 American alytics Assoc P0759 Dice, AITP 19 8 1- Two or alytics Assoc P0759 Dice, AITP 19 8 1- Two or matter P0731 Mediabistro, Poynter, AAJA, NAJA 1 1 1 1 - Two or Assistant P0793 AABJ, NAHJ, NAJA 6 5 2 1- African Assistant P0789 AABJ, NAHJ, NAJA 0 8 American Assistant P0789 AABJ, NAHJ, NAJA 1 1 1 1 - African Assistant P0780 ABJ, NAHJ, NAJA 0 8 American Development P0781 ABJ, NAHJ, NAJA 1 1 1 - African Assistant P0823 American 3 2 American Assistant P0824 American 3 2 American	Costion Nove Decodost Cond	D0700			1		t	· · · · · · · · · · · · · · · · · · ·	
It	Caption News Broadcast Coord	P0/80			w	2			No
Mgr P0698 LinkedIn, Idealist, AGM, WID, AFP 12 9 I - Native American alytics Assoc P0759 Dice, AITP 12 9 American nt P0759 Dice, AITP 19 8 1 - Two or nt P0731 Mediabistro, Poynter, AAJA, P0731 1 1 1 I - Two or more races nt P0793 ABJ, NAHJ, NAJA 6 5 2 I - African Assistant P0789 ABJ, NAHJ, NAJA 0 8 American p0823 P0817 0 8 American p0823 P0817 2 1 - African p0811 P0811 3 2 American p0823 HireCulture, Idealist 11 13 4 2 - Asisan ger P0826 Mortem Job Board, 4 3 2 - Asian finator P0827 Mortem Job Board, 4 3 2 - Asian finator P0838 Mortem Job Board, 1	Research Assistant	P0749							No
Mgr P0698 AFP 12 9 American alytics Assoc P0759 Dice, AITP 19 8 1- Two or alytics Assoc P0759 Mediabistro, Poynter, AAJA, 1 1 1 - Two or nt P0731 NABJ, NAHJ, NAJA 1 1 1 more races nt P0793 ABJ, NAHJ, NAJA 0 8 1 - African Assistant P0780 0 8 1 - African Assistant P0813 0 8 American P0814 P0811 1 1 1 American r P0811 1 2 American cist Coord P0826 1 11 13 4 2 - Asisan cist Coord P0800 Linkedin Page, Boston Post 4 3 2 - Asian mager P0824 Mortem Job Board, 4 3 2 - Asian morter P0832 Mortem Job Board, 4 3 2 - Asian			LinkedIn, Idealist, AGM, WID,					1 - Native	
Alytics Assoc P0759 Dice, AITP 19 8 1 - Two or more races P0731 NABJ, NAHJ, NAJA 1 1	Donor Relations Mgr	P0698	AFP		12	9		American	Z o
Mediabistro, Poynter, AAJA, 1 1 1 1 1 1 1 1 1	Business Data Analytics Assoc	P0759	Dice, AITP		19	8			No
Mediabistro, Poynter, AAJA, 1 1									
int P0793 6 5 2 1 - African Assistant P0789 0 8 1 - African Assistant P0750 0 8 1 - African P0823 0 8 American P0817 0 2 1 - African P0818 1 2 1 - African P0718 11 13 4 2 - Asisan ager P0718 11 13 4 2 - Asisan ager P0826 11 13 4 2 - Asisan cts Coord P0800 LinkedIn Page, Boston Post 4 3 2 - Asian dinator P0824 Mortem Job Board, 4 3 2 - Asian rer P0832 1 - Asian 1 - Asian P0833 P0838 1 - Asian	Reporter	P0731	NABJ, NAHJ, NAJA		4	remark .		more races	more races
Assistant P0789 I - African American e Development P0750 8 I - African American p0823 P0817 2 I - African p0811 P0811 2 I - African ociate P0733 HireCulture, Idealist 11 13 4 2 - Asisan ager P0718 HireCulture, Idealist 11 13 4 2 - Asisan ager P0780 LinkedIn Page, Boston Post 4 3 2 - Asian dinator P0824 Mortem Job Board, 4 3 2 - Asian rer P0832 Mortem Job Board, 4 3 2 - Asian rer P0833 1 - Asian 1 - Asian	Executive Assistant	P0793			6	5	2		no
Assistant P0789 0 8 American e Development P0750 4 American p0823 90817 2 1 - African p0811 90811 3 2 1 - African ociate P0733 HireCulture, Idealist 11 13 4 2 - Asisan ger P0718 11 13 4 2 - Asisan ger P0826 11 13 4 2 - Asisan anager P0800 11 13 4 2 - Asian anager P0800 13 4 3 2 - Asian dinator P0824 4 3 2 - Asian fonducer P0830 4 3 2 - Asian roducer P0832 1 - Asian 1 - Asian									
POPPORT POPP	Radio Production Assistant	P0789			0	∞		American	No O
P0823 P0817 2 1 - African r P0811 HireCulture, Idealist 3 2 1 - African ociate P0733 HireCulture, Idealist 11 13 4 2 - Asisan cts Coord P0826 11 13 4 2 - Asisan cts Coord P0800 11 13 4 2 - Asisan amager P0800 LinkedIn Page, Boston Post 5 5 4 3 2 American dinator P0824 Mortem Job Board, 4 3 2 - Asian er P0828 4 3 2 - Asian Producer P0832 4 1 - Asian P0838 4 1 - Asian	Director Audience Development	P0750							No
P0817	Sr Producer	P0823							No.
r P0811 I - African Ager ociate P0733 HireCulture, Idealist 3 2 American American ager P0718 11 13 4 2 - Asisan cts Coord P0826 11 13 4 2 - Asisan anager P0800 LinkedIn Page, Boston Post 3 5 4 2 - Asian broducer P0824 Mortem Job Board, 4 3 2 - Asian broducer P0840 4 3 2 - Asian broducer P0832 1 - Asian 1 - Asian broducer P0838 1 - Asian 1 - Asian	Traffic Manager	P0817				2			no
r P0811 3 2 American ociate P0733 HireCulture, Idealist 11 13 4 2 - Asisan ager P0718 Inactive 11 13 4 2 - Asisan ccts Coord P0826 Inactive 11 13 4 2 - Asian anager P0800 Inactive Inactive 11 13 4 2 - Asian Inactive P0800 Inactive Inactive 4 3 2 American Inactive P0824 Mortem Job Board, 4 3 2 Asian Inactive P0828 Mortem Job Board, 4 3 2 - Asian Inactive P0828 Inactive Inactive Inactive Inactive Inactive Inactive P0832 Inactive Inac									
ociate P0733 HireCulture, Idealist 11 13 4 2 - Asian ager P0718 11 13 4 2 - Asian ccts Coord P0826 4 3 4 2 - Asian anager P0800 LinkedIn Page, Boston Post 4 3 2 - Asian dinator P0824 Mortem Job Board, 4 3 2 - Asian er P0828 4 3 2 - Asian broducer P0840 1 - Asian 1 - Asian P0838 P0838 1 - Asian	Business Manager	P0811			3	2		American	No
ager P0718 P0826 Cots Coord P0826 P0826 P0826 P0820 P0824 P0824 P0824 P0824 P0828 P0828 P0828 P0828 P0828 P0828 P0829 P0832 P0832 P0832 P0832 P0833 P0833 P0834 P0834 P0835 P0835 P0836 P0837 P0838	Development Associate	P0733	HireCulture, Idealist			13	4	2 - Asisan	No
cets Coord P0826 Common Text P0800 Common Text P0800 Common Text Common Text<	Compliance Manager	P0718							no
anager P0800 LinkedIn Page, Boston Post 4 3 2- Asian dinator P0824 Mortem Job Board, 4 3 2- Asian er P0828 5 2- Asian 1- Asian inator/AEEF P0840 1- Asian 1- Asian P0838 P0838 1- Asian 1- Asian	Fundraising Projects Coord	P0826							No
LinkedIn Page, Boston Post 4 3 2- Asian dinator P0824 Mortem Job Board, 4 3 2- Asian er P0828 90828 1- Asian inator/AEEF P0840 1- Asian roducer P0832 1- Asian P0838 1- Asian	National Sales Manager	P0800							No
P0796 Mortem Job Board, 4 3 2- Asian dinator P0824 ————————————————————————————————————			LinkedIn Page, Boston Post					The second secon	
inator P0824 Initial control	Senior Developer	P0796	Mortem Job Board,		4	ω		2- Asian	No
P0828 P0828 <th< td=""><td>Educational Coordinator</td><td>P0824</td><td></td><td></td><td></td><td></td><td></td><td></td><td>No</td></th<>	Educational Coordinator	P0824							No
pator/AEEF P0840 1 - Asian oducer P0832	Associate Producer	P0828							no
oducer P0832 P0838	Production Coordinator/AEEF	P0840						l - Asian	Asian
P0838	Radio Associate Producer	P0832							no
	Associate Producer	P0838							no

	j		Social	Phone				
Position Title	Number	regular recruiting sources	Request	untervie w	In-House Interview	Second Round	Diversity Candidate	Diversity Hire
Senior Account Executive	P0833					***************************************		no
Describer	P0791	Craigslist						no
Assistant Director-IT/Bus App	P0779	Dice, LinkedIn					1 - Hispanic	Hispanic
Contracts Manager	P0827							no
Coordinating Producer	P0848							no
Associate Producer	P0845					de la company de		no
Production Assistant	P0829				p4			no
Describer	P0808	Craigslist						no
Post Production Supervisor	P0810	Craigslist						no
		LinkedIn, Idealist, WID, Current,	•					
Sr Program Manager	P0680	SimplyHired		8	6	2	1 - Hispanic	
Radio Associate Producer	P0822				7			no
0	500			.			1 - African	
Special i Tojecis Assistant	FUOLS				3		American	no
Marketing Coordinator	P0812			0	Λ		Mora Boogs	
Online Community Manager	P0787			6	ادر			no l
Production Assistant	P0835				2	4	1 - Hispanic	no
Senior Developer	P0860							no
							1 - African	African
Building Services Technician	P0861						American	American
Special Projects Assistant	P0842			10	S			no
Production Assistant	P0837			2				no
Production Assistant	P0830			4	5	2	1 - Hispanic	no
Production Assistant	P0872			p4			1 - African American	African American
							l - African	African
Executive Producer	P0883						American	American

			20000		olinina			
-	Reg.	Ad Placments in addition to	Media	Intervie	In-House	Second	Diversity	
Position Title	Number	regular recruiting sources	Request	w	Interview	Round	Candidate	Hire
Director of Digital Education Strate P0877	P0877							no
System Administrator	P0850	Monster, Dice			6		1 - Asian	No
	***************************************	BU, Columbia, UNC, MIT, Harvard, URI, National						
		Association of Science Writers,			······································			
	etinininin	Science Writers, D.C. Science						
		Writers Association, Craigslist,						
Senior Digital Editor	P0665	MediaBistro, SimplyHired						no
Special Projects Assistant	P0854			5	4		1 - African American	African American
Production Assistant	P0879							no
Coordinating Producer	P0889							no
Editor	P0887							no
Exec Editor/Host, Innovation	P0881							no
Project Director	P0847							no
Assistant Scheduler	P0870				3		1 - Asian	Asian
Special Projects Assistant	P0871							no
Director of Board Relations	P0898							no
Digital Producer	P0863					2	1 - Asian	Asian
Parajegaj	D0825				ነ		1 - Hispanic, 1	
Production Assistant	P0874			-			Asian	ASIAII
Associate Producer - Greater Bosto P0882	P0882			9	4		2 - Asian	no
Traffic Supervisor	P0873				3			no
Writer/Editor	P0896							no l
Network/Telecom Engineer	P0888			w	7		1 - Asian	no
Operations Supervisor	P0816	Craigslist						no
Digital Associate Producer	P0914							no

Position Title Req. Digital Associate Producer Ad Planments in addition to Digital Associate Producer Social Phone Programment Producer Phone Producer				טירוושכו דט,	10, 2012				
Title Number regular recruiting sources Request w Interview Round Candidate ssociate Producer P0913 LinkedIn, Craigslist, Mediabistro. 9 6 3 More Races Coordinator P0908 1-Two or P0910 1-Two or P0911 1-Two or P0924		Reg.	Ad Placments in addition to	Social Media	Phone Intervie	In-House	Second	Diversity	
Associate Producer P0913 LinkedIn, Craigslist, Mediabistro. 9 6 3 Nore Races Coordinator P0814 PRSA 9 6 3 More Races Coordinator P0910 TechCrunch, HigherEd Lobs, Chronicle of Higher Education, Connicle of Higher Education, Chronicle of Higher Education, Coordinator 6 6 2 4 1 - Hispanic Bioper/Business Ahalyst P0905 Idealist, EdSurge 6 6 2 4 1 - African Grants Administrator P0893 LinkedIn, HireCulture 4 2 American Manager P0921 P0921 American American Manager P0921 P0918 American American Product Management P0918 P0919 I - African I - African P0801 P0809 P0809 I - Asian, two I - Asian, two I - Asian, two Coordinator P0890 P0891 I - Asian I - Asian I - Asian Incorrector P0890 I - Asian I - Asian		Number	regular recruiting sources	Request	¥	Interview	Round	Candidate	Hire
Manager P0814 LinkedIn, Craigslist, Mediabistro, P0908 9 6 3 I - Two or PRSA Coordinator P0908 TechCrunch, Higher Ed Jobs, Chronicle of Higher Education, P0918 TechCrunch, Higher Education, P0918 6 6 2 More Races Grants Administrator P0905 Idealist, EdSurge 6 6 2 I - Hispanic Grants Administrator P0905 LinkedIn, HireCulture 4 2 I - African Grants Administrator P0915 LinkedIn, HireCulture 4 2 I - African Grants Administrator P0915 LinkedIn, HireCulture 4 2 I - African Grants Administrator P0918 P0918 LinkedIn, HireCulture 4 2 I - African Manager P0918 P0918 I post post post post post post post post	Digital Associate Producer	P0913							no
Manager P0814 PRSA 9 6 3 More Races Coordinator P0908 TechCrunch, HigherEd Jobs, Chronicle of Higher Education, Idealist, EdSurge 6 6 2 Idealist, EdSurge Grants Administrator P0905 Idealist, EdSurge 6 6 2 I - African In-African Grants Administrator P0893 LinkedIn, HireCulture 4 2 I - African Manager P0915 LinkedIn, HireCulture 4 2 American Manager P0918 LinkedIn, HireCulture 4 2 I - African Manager P0917 P0918 I - Asian, two I - Asian, two Coordinator P0890 P0890 2 I - Asian, two Idio Producer P0890 P0891 I - Asian Incordinator P0917 I - Asian I - Asian Incordinator P0920 I - Asian I - Asian Incordinator P0920 I - Asian I - Asian Incordinator P0920 <td< td=""><td></td><td></td><td>LinkedIn, Craigslist, Mediabistro</td><td></td><td></td><td></td><td></td><td>1 - Two or</td><td></td></td<>			LinkedIn, Craigslist, Mediabistro					1 - Two or	
Coordinator P0908 Editor P0901 Editor P0901 Editor P0901 Editor P0901 Editor P0901 Editor Editor Editor P0901 Editor Editor <td>Account Manager</td> <td>P0814</td> <td>PRSA</td> <td> Complete de la complete de l</td> <td>9</td> <td>6</td> <td>w</td> <td>More Races</td> <td>no</td>	Account Manager	P0814	PRSA	Complete de la complete de l	9	6	w	More Races	no
Editor P0910 TechCunch, HigherEd Jobs, Chronicle of Higher Education, Condinator TechCunch, HigherEd Jobs, Chronicle of Higher Education, Chronicle of	Outreach Coordinator	P0908						The second secon	no
of Digital Learning P0865 Chromicle of Higher Education. Commission. Chromicle of Higher Education. Commission.	Assistant Editor	P0910							no
of Digital Learning P0865 Idealist, EdSurge 6 6 2 Grants Administrator P0924 1 - Hispanic Ploper/Business Analyst P0905 3 4 1 1 - Hispanic Icrants Administrator P0893 LinkedIn, HireCulture 4 2 American Grants Administrator P0891 1 - African Manager P0918 1 - African Manager P0918 1 - Asian, two Coordinator P0890 2 1 or more races edia Producer P0891 1 - Asian, two doio Producer P0890 2 1 or more races edia Producer P0890 2 1 or more races edia Producer P0890 2 1 or more races edia Producer P0890 3 0 or more races edia Producer P0891 3 0 or more races edia Producer P0890 3 0 or more races edia Producer P0891 3 0 or more races edia Producer P0894 3 0 or more races edia Producer P0895 1 or more races			TechCrunch, HigherEd Jobs, Chronicle of Higher Education.						
Grants Administrator P0924 University of the control o	Director of Digital Learning	P0865	Idealist, EdSurge		6	6	2		Z
Ioper/Business Analyst P0905 3 4 1 1- Hispanic Grants Administrator P0893 LinkedIn, HireCulture 4 2 I- African Manager P0915 4 2 American Poduct Management P0918 1 American Product Management P0904 1 1 Product Management P0899 2 1 American P0801 P0899 2 1 American Indio Producer P0890 2 1 Or more races Indio Producer P0891 3 4 1 I - Asian, two Indio Producer P0891 9089 3 4 1 I - Asian Innor Radio Producer P0894 3 4 1 I - Asian Innor Radio Producer P0902 Craigslist, Idealist 1 1 - Asian Incelnician P0902 Craigslist, Idealist 1 1 - Asian Incelnician P09037 1	Assistant Grants Administrator	P0924							Asian
Grants Administrator P0893 LinkedIn, HireCulture 4 2 1 - African American American P0915 Manager P0915 4 2 American American American P0921 Product Management P0918 1 1 - Asian, two or mote races P0899 Ecoordinator P0891 2 1 - Asian, two or mote races P0891 Indio Producer P0890 2 1 - Asian P0902 Inor Radio Producer P0894 6 1 - Asian P0902 Inor Radio Producer P0930 1 - Asian P0902 1 - Asian P0902 Inor Radio Producer P0929 1 - Asian P0902 1 - Asian P0902 Inor Radio Producer P0930 1 - Asian P0902 1 - Asian P0902 Inor Radio Producer P0902 1 - Asian P0902 1 - Asian P0902 Inor P0902 Craigslist, Idealist 1 - Asian P0902 1 - Asian P0902 Inor P0903 1 - Asian P0902 1 - Asian P0902 1 - Asian P0902	SW Developer/Business Analyst	P0905			3	4	,		Hispanic
Auger P0915 American Manager P0918 4 2 American Manager P0921 1 - Asian, two Product Management P0918 1 1 - Asian, two Coordinator P0994 2 1 - Asian, two edia Producer P0899 2 1 or more races edia Producer P0891 2 1 or more races roduction Coordinator P0891 2 1 or more races nior Radio Producer P0894 6 4 1 anager P0894 6 1 - Asian 1 anager P0902 Craigslist, Idealist 1 1 - Asian 1 anager P0895 1 - Asian 1 1 - Asian 1 anager P0895 1 - Asian 1 1 - Asian 1 anager P0895 1 - Asian 1 1 - Asian 1 anager P0895 1 - Asian 1 - Asian 1 - Asian	Assistant Grants Administrator	D0802	I intedin Hirocultura		`	>		1 - African	African
Manager P0921 1 - Asian, two Product Management P09218 1 - Asian, two Coordinator P0904 2 1 or more races edia Producer P0899 2 1 or more races edia Producer P0891 2 1 or more races roduction Coordinator P0917 5 0 roduction Coordinator P0917 6 0 lanager P0894 6 0 lanager P0930 1 - Asian lanager P0929 1 - Asian lanager P0902 Craigslist, Idealist 1 1 - Hispanic litior/Reporter P0895 1 - Hispanic popp 1 1 - Hispanic 1 - Hispanic	Init Manager	D0015			1	7		American	American
Product Management P0918 1 Asian, two or more races Coordinator P0899 2 1 Asian, two or more races edia Producer P0899 2 1 or more races idio Producer P0890 2 1 or more races roduction Coordinator P0917 6 3 1 Asian nior Radio Producer P0894 6 1 1 Asian flanager P0930 1 1 1 Asian Manager P0902 Craigslist, Idealist 1 1 1 Asian flitor/Reporter P0895 1 1 1 Asian popor P0897 1 1 Asian	Creative Manager	P0921							no s
Coordinator P0904 1 - Asian, two edia Producer P0899 1 - Asian, two or more races edia Producer P0891 2 1 or more races adio Producer P0891 2 1 or more races roduction Coordinator P0917 6 - Asian nior Radio Producer P0894 1 - Asian 1 - Asian flanager P0930 1 - Asian 1 - Asian flechnician P0929 1 - Asian 1 - Asian flitor/Reporter P0895 1 - Asian 1 - Asian flitor/Reporter P0837 1 - Asian 1 - Asian	Director Product Management	P0918							no
Coordinator P0904 I - Asian, two edia Producer P0899 I - Asian, two or more races Edia Producer P0899 2 1 or more races Idio Producer P0890 3 5 1 or more races Inior Radio Producer P0917 6 5 1 - Asian Ianager P0930 90930 1 1 1 - Asian Ianager P0929 1 1 1 - Asian Iechnician P0902 Craigslist, Idealist 1 1 - Asian Iitor/Reporter P0895 0 1 1 - Hispanic P0937 P0937 1 1 - Hispanic									
Coordinator P0904 P0899 2 1 Asian edia Producer P0899 0						(alabati nji) mana		-	Asian, Two
edia Producer P0899 P0890 Edia Producer P0891 P0891 Edia Producer P0891 P0890 P0890 P0890 P0890 P0890 P0890 P0891 P0991 P0991 <t< td=""><td>Outreach Coordinator</td><td>P0904</td><td></td><td></td><td></td><td>2</td><td></td><td></td><td>Races</td></t<>	Outreach Coordinator	P0904				2			Races
Indio Producer P0891 P0890 Endio Producer P0890 Endio Producer P0890 Endio Producer P0917 Endio Producer P0894 Endio Producer P0894 Endio Producer P0894 Endio Producer P0930 Endio Producer Indio Producer	Social Media Producer	P0899							no
ducer P0890 6 1 - Asian on Coordinator P0917 6 1 - Asian dio Producer P0894 1 - Hispanic r P0929 1 - Hispanic raian P0902 Craigslist, Idealist 1 - Asian porter P0895 1 - Hispanic P0937 1 - Hispanic	Producer	P0891							no
on Coordinator P0917 6 1 - Asian dio Producer P0894 1 - Asian P0930 1 - Hispanic r P0929 1 - Hispanic ian P0902 Craigslist, Idealist 1 - Asian porter P0895 1 - Hispanic P0937 1 - Hispanic	World Radio Producer	P0890							no
dio Producer P0894 1 - Asian P0930 P0930 1 - Hispanic r P0929 1 - Hispanic ian P0902 Craigslist, Idealist 1 - Asian porter P0895 1 - Hispanic P0937 1 - Hispanic	Digital Production Coordinator	P0917				6			no
P0930 I I - Hispanic r P0929 I I I - Hispanic ian P0902 Craigslist, Idealist I I I - Asian porter P0895 I I I - Hispanic P0937 I I I - Hispanic	World Senior Radio Producer	P0894							Asian
gr P0929 1 1 - Asian sian P0902 Craigslist, Idealist 1 1 - Asian porter P0895 1 1 - Hispanic P0937 - P0937 - P0937 - P0937 - P0937		P0930				pek			Hispanic
ian P0902 Craigslist, Idealist 1 1 - Asian porter P0895 1 1 - Hispanic P0937 1 1 - Hispanic	Product Manager	P0929							no
porter P0895 1 1 - Hispanic P0937 1 1 - Hispanic	Caption Technician	P0902	Craigslist, Idealist						Asian
P0937	World Editor/Reporter	P0895							Hispanic
	Project Director	P0937							no

	D		Social	Phone				
Position Title	Number	regular recruiting sources	Request	w	In-House Interview	Second Round	Candidate	Diversity Hire
National Sales Director	P0926							no
Post Production Director	P0916							no l
Dig Production Assistant	P0934							Hispanic
		*REPOSTED Idealist, Current,						
Manager Campaign Plan/ Board Re P0857	P0857	Higher Education, LinkedIn		13	9		1 - African American	3
Database System Administrator	P0851	Monster, Dice		j	2	-		no
Unit Manager	P0900	Craigslist, LinkedIn)	J.		l - two or more	3
Content Producer	P0942				(no so
						***************************************	1 - Asian. 1 -	
							African	
Production Assistant	P0897			=	7	2	American	Asian
Special Projects Assistant	P0909			7	4		1 - African American	no
Production Assistant	D0003				>	,	1 - Navy	
	P0844			12	4 4	- -	1 - Asian	Asian
Post Production Supervisor	P0925	New England Film, WIF, Mandy.com, BOSCPUG						no
Staff Accountant I	P0938				∞		2 - African American	no
Account Executive	P0960							4
Unit Manager	P0959							
Unit Manager	P0958							
Digital Associate Producer	P0957							
Associate Producer	P0956							
Network/Telecom Engineer	P0953							
Associate Designer	P0952							

			Social	Phone				
Position Title	Req. Number	Ad Placments in addition to regular recruiting sources	Media Request	Intervie w	In-House Interview	Second Round	Diversity Candidate	Diversity
Marketing Manager	P0950							
Executive Assistant	P0949				5			
Content Producer	P0947				ယ			
Web Developer	P0945	Stack Overflow			_			
Royalties Accounting Manager	P0943	LinkedIn			2			
Query/Segmentation Specialist	P0941							
TV Director	P0940				2			
Manager of Accounting	P0939			4	3			
Coord Administrative Service	P0936	Craisglist					yes - African American	
Project Director	P0932				3			
Account Manager	P0933	Boston.com, LinkedIn, MediaBistro		۲	J			
cts Coord	P0931			» 	ادر			
Director National Corp Sponsorship P0926	P0926							
Director Media Relations/Marketin P0923	P0923			7	3			
Series Manager	P0919	Current						
Associate Producer - Radio and Ne P0892	P0892			υ	5		1 - African American	
Describer	P0884	Craigslist						
System Administrator	P0878	Dice		4	ယ	2		
World Radio Producer	P0876							
World Radio Producer	P0875							
		LinkedIn, PRSA , REPOSTED Mediabistro , Ragan						
Account Manager	P0869	Communications		12	10	2		
Software Developer	P0856	Monster, REPOSTED Dice		4	2			
Describer	P0846	Craigslist						

			Social	Phone				
	Req.	Ad Placments in addition to	Media	Intervie	tervie In-House Second Diversity	Second	Diversity	Diversity
Position Title	Number	Number regular recruiting sources	Request	¥	Interview	Round	Interview Round Candidate	Hire
		HireCulture, Idealist, Lesley						
		University, Simmons College,						
		Bookbuilders of Boston,	and the second		************			
Project Director	P0836	LinkedIn			2			
Interactive Designer	P0735	Coroflot, Behance, AIGA						
Mobile Product Strategy Manager	P0696	SimplyHired, LinkedIn, Dice		8	6			
Caption Writer	P0668	Craigslist						
Education Print/Media Coord	P0864							
		LinkedIn Page, Boston Post						
Associate Developer	P0795	Mortem Job Board		2				
Associate Developer	P0783							
HR Assistant	P0745			10				
Associate Developer	P0736	Craigslist			أستنو			
Reporter	P0729							

EEO Report WGBH Educational Foundation 11/20/11 to 11/18/12

Attachment A Standard Job Posting Distribution List

Notices of all open positions at WGBH are sent to the following local organizations and agencies:

anand@youintern.com

andreak@careerworks.org

bhowell@jvs-boston.org

bucareer@bu.edu

carctr@bc.edu

careerconnections@babson.edu

careers@emerson.edu

Careers@umb.edu

Careers@Newbury.edu

careers@simmons.edu

careerservices@bfit.edu

careerservices@massart.edu

catherine.snedeker.jcs@cityofboston.gov

cdc@berklee.edu

cdc@wpi.edu

crcjobs@lesley.edu

cslatter@wnec.edu

customerservice@recruitmilitary.com

daniel.craven@mrc.state.ma.us

deden@caasomerville.org

denong@wit.edu

Dgarrett@detma.org

driebman@brandeis.edu

dwilliams@ulem.org

Elaine.Gadson.BRA@cityofboston.gov

ellen.shaw-peterson@va.gov

employerhelp@bostonjobs.com

employment@cambridgema.gov

fshorr@bu.edu

gjc-info@gjc.org

gplata@conciliohispano.org

henrina@emmanuel.edu

hgariepy@fisher.edu

Hr@bostonabcd.org

hr@bc.edu

info@aarw.org

info@lpn.org

jeffrey.craig@bristolcc.edu

jemmart@deafinconline.org jkomack@massbay.edu jmccarthy@detma.org john@adclub.org josh.bruno@bostonpic.org jspeliotis@communityenterprises.com jthibod2@bentley.edu kennethdjohnson@hotmail.com louis.gaglini@bc.edu m.shea@neu.edu mrgeary@uri.edu matthew cardin@emerson.edu Mhn@allstonbrightoncdc.org montanac@bu.edu m.shea@neu.edu

mvance@bostonabcd.org nejobsadmin@escne.org

msullivan@wheelock.edu

ocs recruiting@harvard.edu OHR@cityofboston.gov

rbrooks@mountida.edu rcolon@laalianza.org

recruitmentsolutions@globe.com

rpyle@jvs-boston.org RRamirez@detma.org smcneeley@fas.harvard.edu

EEO Report WGBH Educational Foundation 11/20/11 to 11/18/12

Attachment B Supplemental Outreach Efforts

Career Fair and Job Fair Participation

Date Attended	University/College/Organization	Career Fair	Internship Expo	Networking Event	HR Reps
11/13/2012	Boston Metro Diversity Career Fair	yes	no	no	Alyssa, Danielle
11/8/2012	Boston Herald Workplace Diversity Fair	yes	no	no	Alyssa, Danielle
10/26/2012	Emerson Internship Expo	no	yes		Danielle, Victoria
10/16/2012	Brandeis Business and Consulting Forum	no	no	yes	Danielle
9/26/2012	Northeastern Marketing Co-op Expo	no	yes	no	Alyssa, Danielle
9/27/2012	Bryant University Career Fair	yes	yes	no	Alyssa, Danielle
8/29/2012	Harvard Grad School of Education Internship Fair	no	yes	no	Danielle
8/8/2012	Harvard Crimson Career Day	n/a	n/a	n/a	Victoria, Danielle
8/2/2012	Posse Internship Celebration	no	no	yes	Victoria, Danielle
April	Brandeis University Non-Profit Career Fair	yes	yes	no	Victoria, Sarah, Danielle
March	Emerson Internship Expo	no	yes	yes	Danielle, Sarah
2/8/2012	Northeastern Marketing Expo	no	yes	no	Alyssa, Sarah

Professional Networking & Community Events

Color Magazine All-Inclusive Awards Dinner

Date: December 1, 2011

Attended by: WGBH had a table with different attendees from across the organization, including Alyssa

& Victoria

Summary: The Fourth Annual All-Inclusive Awards event hosted by Color Magazine recognized individuals and organizations that excel in their work towards inclusion and diversity. There were many different award recipients and event guests that represented a wide variety of different organizations—large to small, for-profit to not-for-profit, and local to international. The guest speaker was hip-hop mogul Russell Simmons.

Boston Private Industry Council's Annual Job Shadow Day at WGBH

Date: February 3, 2012

Hosted by: Human Resources - Aloisia, Sarah & Victoria, Shadow Hosts were from 8 different

departments across the organization

Summary: Each year the Boston Private Industry Council partners with local organizations to have Job Shadow Day. This event allows students to visit a worksite and "shadow" an employee for several hours, observing and assisting them with their work. The experience provides students with a preview of the large range of career opportunities available to them. Each year WGBH hosts a number of students to participate in a tour and shadow some of our employees on the job. This year, we hosted about 12 students from local Boston high schools. Each student was placed in a different area of the organization to network with folks and learn about different jobs.

Boston Public High School/826 Boston Interactive Careers Tour at WGBH

Date: April 4, 2012

Hosted by: Human Resources - Aloisia & Victoria

Summary: WGBH invited 15 students from Boston Public High School to visit our studios and facilities for an "interactive" careers tour. These 15 students were introduced to WGBH through a local organization -- 826 Boston. (826 Boston is a nonprofit tutoring and writing center for students ages 6-18. Visit http://826boston.org/ for more information.) Through 826 Boston, these students collaborated with the WGBH Digital team, and other WGBH departments. We invited them onsite to learn a bit more about WGBH and the many different careers that exist in the media industry. Seven different employees addressed the group over the course of the tour to explain a bit about their jobs and career paths.

Simmons Leadership Conference

Date: April 5, 2012

Attended by: Human Resources had a booth – Sarah & Aloisia, several WGBH employees attended the conference as well from departments across the organization

Summary: The 2012 Simmons Leadership Conference focused on "Innovation and Impact". Over 3,000 attendees spent the day participating in sessions focused on a range of business and professional development topics lead by successful women. Many different organizations had booths at the event. WGBH manned a booth that promoted both our products and different career opportunities. We also had around 30 employees attend to conference as participants.

Posse Internship Celebration

Date: August 2, 2012

Hosted by: Human Resources - Ackeem, Danielle & Victoria

Summary: The Posse Foundation works with high-potential, high-performing, public high school students (Posse Scholars) from across the country to provide them with academic and career opportunities that may not be easily available to them otherwise. The Posse Foundation provides support and scholarships to these students in applying to college or university. They also coordinate a Career Program that provides Posse Scholars with the tools and opportunities needed to secure excellent internships and jobs. This was WGBH's first year working with Posse as one of their career partners. WGBH hosted a Posse Scholar for a rotational summer internship. The Posse Internship Celebration was an event at the end of the summer session that connected different Posse career partners and employers, the Posse Scholars and the staff of the local Posse Foundation team.

Harvard Crimson Summer Academy Career Event at WGBH

Date: August 8, 2012

Hosted by: Human Resources - Ackeem, Li-Ming, Wesley, Danielle & Victoria

Summary: The Harvard Crimson Summer Academy is a 3-year summer program for high-potential, high—performing high school students from Boston and Cambridge. The program is designed to support students in their preparation for college and to expose them to different career options. Each year WGBH hosts a career event for the group. This year about 15 high school students visited WGBH for an "interactive" tour and a career panel. Students heard jobs and career paths from 12 different employees across the organization.

Brighton High School Advisory Board Annual Meeting

Date: October 5, 2012

Attended by: Alyssa & Victoria

Summary: The meeting is hosted by Brighton High School in conjunction with the Boston Private Industry Council. The purpose of the advisory board is to plan school year events (internships, career days, mock interviews, etc.) that involve local community and businesses to enhance the school's academic program. The Boston Private Industry Council works to connect businesses, the Boston Public Schools, and other community organizations/groups to increase educational opportunities and address workforce concerns. There were a large variety of organizations represented at the meeting – from schools such as Boston College, Boston University, Simmons, to larger organizations such as Blue Cross Blue Shield, Genzyme, Boys and Girls Club.